



Human Rights Commission Minutes

Date: Wednesday, April 13, 2022

Time: 8:00 PM - 10:00 PM

Location: Conducted by Remote Participation

Notice to the Public on meeting privacy In the interests of preventing abuse of video conferencing technology (i.e. Zoom Bombing) all participants, including members of the public, wishing to engage via the Zoom App must register for each meeting and will notice multi-step authentication protocols. Please allow additional time to join the meeting. Further, members of the public who wish to participate without providing their name may still do so by registering to receive the meeting info and using the telephone dial-in information provided.

Please read Governor Baker's Executive Order Suspending Certain Provision of Open Meeting Law for more information regarding virtual public hearings and meetings:

<https://www.mass.gov/doc/open-meeting-law-order-march-12-2020/download>

Attendees: Co-Chair Carney, Co-Chair Soneja, Commissioners Minton, Bauer, Brown, Pusey, Horowitz, Grossman, Rogers, Beauchemin

Absent: Commissioners Haynes, Jolin, Carey

DEI Office: Jillian Harvey

Intern: Sophie Schaedel

Community Members: Captain Flynn, Rebecca Gruber

Minutes

1. Remote Meeting Notice and Land Acknowledgement (5 min)
 - a. Suggested avoiding in-person events until July.
2. Review of March 2022 Meeting Minutes (2 min)
 - a. "Facial recognition" term should stay consistent
 - b. "Coordination" not "outreach" with Newton
 - c. Roll Call Vote- All vote yes
3. Statement on China's Treatment of the Uyghur People (Drake 15 min)
 - a. Many other people have spoken out about this topic including residents in our town and state.
 - b. When it comes to government persecutions of religion, Islam falls first.
 - c. Uyghur Human Rights Project Organization- One group trying to bring awareness.

- i. Feedback for statement:
 - 1. Add links to factual articles that can be relevant to the situation.
 - 2. Taking responsibility for putting a statement out there.
 - 3. Possibility to point towards an article on the website of Uyghur Human Rights Project Organization.
 - ii. Vote to allow the Co-Chairs to approval final version for publication: Roll Call
Vote- All vote yes
- 4. Community Input (15 min)
 - a. Rebecca Gruber:
 - b. Adding more voices to writing a statement on the Uyghur people.
- 5. Incidents and Complaints (10 min)
 - a. APD Updates
 - i. Unsure when graffiti took place - Since behind tile
 - ii. Misogynistic Instagram Post at AHS - Could not follow up without the presence of a subpoena.
 - iii. Homophobic incident reported to APD - Needs follow up
- 6. Vote to Endorse Warrant Articles (10 min)
 - a. Article 11
 - i. Potential for a problem: Unequal balance of power in marriage - Also the term domestic partnership (more of an information network)
 - ii. Provides a level of protection in housing situations and does not give room for discrimination with domestic partnerships.
 - iii. Polyamorous relationships have many different forms - does not mean a relationship between three people.
 - iv. Concern that long-term relationships might not want to live in the same household.
 - v. Legislative algorithm of this to be lazy - Needs to be specified
 - vi. Is there any substance left to have a warrant article? There is not a relationship being defined after a certain point.
 - vii. This is an important decision because we are a model to other people
 - viii. Roll Call Vote- All vote yes to support except for one abstention.
 - b. Article 13
 - i. Facial recognition article
 - ii. Can be reversed
 - iii. Roll Call Vote- All vote yes to support
 - c. Resolution 75
 - i. Asking the town to seek out more diversity in town bodies
 - ii. Roll Call Vote- All vote yes to support
 - d. Article 8
 - i. Roll Call Vote- All vote yes to support
 - ii. Work on a write up to support articles
- 7. Discuss and Vote on Hybrid Meeting Participation (10 min)
 - a. Motion to table to vote till next month - All were in favor
- 8. DEI Update (Jillian Harvey 15 min)
 - a. FY2022 Budget Update
 - b. Workshops are going really well
 - c. Audit got 7 proposals (Narrowed down to 3)
 - d. Getting interviews scheduled for the new position
 - e. No budget update yet (Needs to be sent by June)
- 9. Working Groups Update (15 min)
 - a. Schools & Education

- i. History department shares information about realigning the curriculum
 - ii. Shares ways teachers are learning to gain more consistency in teaching
 - iii. Maps where Palestine was not identified and Israel was misspelled
 - iv. True story theater - working on trying to find a way to get that to work with middle school students.
 - v. Flaws on calendar listing are being addressed
 - vi. Heterogeneous classes are being voted on tomorrow (3/14)
 - b. Outreach/Events
 - i. Reviewed community conversations
 - ii. Asked historical society to be a full partner for upcoming events
 - c. Communications
 - i. Not in Mail-Chimp yet
 - ii. We have the contact information of the majority of our subscribers
 - iii. Building a subscription form
 - iv. Worries Mail-Chimp won't allow the use of the same account
 - v. Start recruiting for more
 - vi. Making new templates (Spring Cleaning)
 - vii. Only allowed one user at the moment on Mail-Chimp - costs for more
 - viii. Could we create a DEI Mail-Chimp account? (Allows for more users)
 - ix. \$23 a month for a Mail-Chimp account
- 10. Co-Chairs Report (10 mins)
 - a. Town Manager Meeting
 - i. Information about antisemitism going to select board
 - b. Meeting with Chief of Police
 - Discussed Incidents
 - Ongoing search for an additional social worker
 - Attended an event at Town Hall sponsored by the COA
 - Will be hosting an event for families as part of Autism Awareness Month
 - Will be at the Recycling Center later in the month as part of bike safety
 - Updated on the shooting that happened in Medford
 - c. Co-Chairs
 - i. June 12 pride meeting
 - ii. Healthy Youth Act coming up for a vote
 - iii. LGBTQIA+ Town Hall Meeting RunDown
 - The current Co-Chairs and former Co-Chairs attend a panel discussion hosted by the Friends of the Robbins Library. The discussion was focused on the AHRC, its history, past events, and current events.
- 11. MAHRC Meeting Update (Kathy Rogers 5 min)
 - a. Panel discussion with Robbins library
- 12. Commissioner Updates:
 - a. Introduce the idea and discuss/inspire responsibility and engagement on the commission (15 min)
 - i. Possibility of creating quick time in the meetings to allow commissioners to explain what they have been working on - what has been good, frustrating, and all of it.
 - ii. Allows for us to inspire each other and learn from each other.
 - iii. Giving us a space to share these details will allow us to be more informed and involved.
 - b. Ideas for future retreat
 - i. Town Survey

1. Think of questions for the town survey at the retreat.
 - ii. Mediation Training/Incident Handling
 - iii. Additional Ideas
 1. Think about goals for the future, how working groups are going, how we are leaving the pandemic
13. Announcements (2 min)
 - a. April 26: Rainbow Commission-LGBTQIA+/APS Forum
 - b. Incident Handling
 - i. April- Commissioner Carey
 - ii. May- Commissioner Brown
 - iii. June- Commissioner Carney
14. Adjournment

Next meeting: May 17, 2022, 8:00 pm, Remote Participation

Anyone needing accessibility information or other assistance to attend this meeting should contact Jillian Harvey, jharvey@town.arlington.ma.us. This meeting is open to all interested individuals.